



2023 CHINA BENEFITS SUMMARY – ONSC (Manufacturing Site)

Holidays: Eleven (11) paid mandatory holidays per year.

Vacation: Five (5) to Sixteen (16) vacation days per year subject to year of service upon completion of probationary period.

Leaves:

- Sick Leave
- Marriage Leave
- Maternity Leave
- Paternity Leave
- Lactation Leave
- Birth control Leave
- Abortion Leave
- Parental Leave
- Parents Nursing Leave
- Bereavement Leave
- Distance Leave

Social Insurance & Housing Fund: Follows local regulations and provides social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity.

Supplementary Benefits: Provide Commercial Insurance as following coverage

Insurance category		Benefits Item	Sum Assured	
			General staff of P.R.C	Manager of P.R.C.
Term Life		Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability		Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
		Accidental Disability Insurance		
		Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Expenditure	Outpatient, Emergency Medical Insurance	/	RMB 15,000
		Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Allowance	Critical Illness	RMB 80,000	RMB 200,000

Healthcare: Free Physical Check once a year.

Housing: Provides dormitory or housing subsidy.



Meal: Provides canteen facilities with outsourcing of catering services and meal subsidy.

Transportation: Provides shuttle bus for employee commute.

Condolence: An allowance is granted to the employee in case of death of spouse, child and/or parents.

Long Service Awards: Employees are eligible for a long service award upon completing the 5th year, 10th year, 20th year, 30th year.

Other Benefits/Subsidies:

- Birthday gift
- New Year gift
- Retire gift
- Organize various employee activities, such as: outing, team building, annual dinner, etc.